

## **SPOUSAL RULE Guidelines**

If an employee adds a spouse to his or her medical plan on or after January 2, 2007, the employee will be required to submit documentation identifying if that spouse has coverage available through his or her employer plan. If the spouse has coverage available and chooses not to enroll in his or her employer plan, then the employee will be subjected to an additional \$100.00 monthly surcharge in addition to the designated contributions for the type of coverage enrolled.

\*If the spouse does not have employer coverage available, documentation will still be required for enrollment of the spouse, and the surcharge will not apply.

\*If your spouse is enrolled in the Williamson County medical plan January 1, 2007, the surcharge will not apply.

\*If you drop coverage on your spouse that had an effective date on or prior to January 1, 2007 and you choose to re-enroll your spouse at a later date, the surcharge may apply.

If you have any questions as if the spousal rule applies to you at time of enrollment, please contact one of the staff in the Williamson County Benefits Department.